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FIRE FIGHTERS
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dist@nft 3/12/2014

LOCAL 2180, I.A.F.F.

DATE: 2-24-2014

PROPOSALS:

IAFF Local 2180 submits the counter proposal for article 2.02 OVERTIME.

CURRENT LANGUAGE:

- I. Whenever employees are ordered, because of an emergency or in the interest of the efficiency of the department, to render overtime service as defined below, they shall be granted overtime pay at the rate of 1 ½ times their Fair Labor Standards Act (FLSA) "regular rate," or compensatory time off at 1 ½ times the overtime hours worked (subject to the Compensatory Time provisions in Article 2.03 below).
 - A. Fire Suppression personnel will receive overtime pay or compensatory time off at 1 ½ time for hours worked in excess of 182 hours in a 24-day work period. Authorized paid time off (e.g. vacation, compensatory time, and sick leave) will be counted as time worked for purposes of calculating overtime.

For Fire Suppression personnel, payment for overtime earned in a given 24-day work period will be made no later than with the pay warrant covering the biweekly pay period during which the work period ended.
 - B. Non-Suppression personnel will receive overtime pay or compensatory time off at one and one-half times hours worked in excess of 40 hours in a 7-day work period. Authorized paid time off (e.g. vacation, compensatory time, and sick leave) will be counted as time worked for purposes of calculating overtime for non-Suppression personnel.
- II. Emergency Holdovers – Employees who are held over more than fifteen minutes beyond the scheduled termination of their work shift due to fire or other emergency calls, shall be paid on a 1-½ time basis after fifteen minutes to the nearest half hour for all such time worked. "Time worked" shall include staff's preparation of incident reports and such personal or equipment cleanup as is necessary and required by the Fire Chief.

- III. Non-Emergency Holdovers – Employees required to remain on duty more than fifteen minutes beyond the scheduled termination of their shift for other than emergency calls shall be paid on a 1 ½ time basis after fifteen minutes to the nearest half hour for all such time worked. “Time worked” shall include such personal or equipment cleanup as is necessary and required by the Fire Chief, up to a maximum of 30 minutes of cleanup time.

CONCERN:

With IAFF Local 2180 members receiving already low accrual rates for Annual Leave (Vacation) compared to like departments throughout the State, eliminating the ability to obtain Compensatory Time (Comp Time) will place a hardship for IAFF Local 2180 members to take needed time off.

PROPOSAL:

- I. Whenever employees are ordered, because of an emergency or in the interest of the efficiency of the department, to render overtime service as defined below, they shall be granted overtime pay at the rate of 1 ½ times their Fair Labor Standards Act (FLSA) “regular rate,” or compensatory time off at 1 ½ times the overtime hours worked (subject to the Compensatory Time provisions in Article 2.03 below).
- A. Fire Suppression personnel will receive overtime pay or compensatory time off at 1 ½ time for hours worked in excess of 182 hours in a 24-day work period. Authorized paid time off (e.g. vacation, compensatory time, and sick leave) will be counted as time worked for purposes of calculating overtime.
- For Fire Suppression personnel, payment for overtime earned in a given 24-day work period will be made no later than with the pay warrant covering the biweekly pay period during which the work period ended.
- B. Non-Suppression personnel will receive overtime pay or compensatory time off at one and one-half times hours worked in excess of 40 hours in a 7-day work period. Authorized paid time off (e.g. vacation, compensatory time, and sick leave) will be counted as time worked for purposes of calculating overtime for non-Suppression personnel.

- II. Emergency Holdovers – Employees who are held over more than fifteen minutes beyond the scheduled termination of their work shift due to fire or other emergency calls, shall be paid on a 1-½ time basis after fifteen minutes to the nearest half hour for all such time worked. “Time worked” shall include staff’s preparation of incident reports and such personal or equipment cleanup as is necessary and required by the Fire Chief.
- III. Non-Emergency Holdovers – Employees required to remain on duty more than fifteen minutes beyond the scheduled termination of their shift for other than emergency calls, to include work on a committee, shall be paid on a 1 ½ time basis after fifteen minutes to the nearest half hour for all such time worked. “Time worked” shall include such personal or equipment cleanup as is necessary and required by the Fire Chief, up to a maximum of 30 minutes of cleanup time.

RESULTS:

IAFF Local 2180 moves towards the City’s proposal by adding committee work to “Non-Emergency Holdovers,” while protecting IAFF Local 2180’s members right to compensatory time.

Compensatory time, as per the City’s findings in CityGate, is a benefit to the employer.